

ALARACT 026/ 14

DTG: 312112Z JAN 14

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SUBJECT: CHANGE TO RETENTION CONTROL POINTS (RCP) FOR ENLISTED SOLDIERS SERVING IN THE REGULAR ARMY OR UNDER THE ACTIVE GUARD RESERVE (AGR) TITLE 10 PROGRAMS

1. REFERENCES.

A. HQDA ALARACT 020/2011, CHANGE TO RETENTION CONTROL POINTS (RCP) AND AGE REQUIREMENT FOR ENLISTED SOLDIERS SERVING IN THE REGULAR ARMY OR UNDER THE ACTIVE GUARD SERVE (AGR) PROGRAM (31 JAN 11).

B. ARMY REGULATION 135-18, THE ACTIVE GUARD RESERVE (AGR) PROGRAM, 1 NOV 04.

C. ARMY REGULATION 140-10, ASSIGNMENTS, ATTACHMENTS, DETAILS, AND TRANSFERS, 15 AUG 05.

D. ARMY REGULATION 140-111, THE U.S. ARMY RESERVE REENLISTMENT PROGRAM, 9 MAY 07, RAR, 6 SEP 11.

E. ARMY REGULATION 600-8-19, ENLISTED PROMOTIONS AND REDUCTIONS, 30 APR 10, RAR, 27 DEC 11.

F. ARMY REGULATION 601-210, ACTIVE AND RESERVE COMPONENTS ENLISTMENT PROGRAM, 8 FEB 11, RAR 12 MAR 13.

G. ARMY REGULATION 601-280, ARMY RETENTION PROGRAM, 31 JAN 06, RAR 15 SEP 11.

H. NATIONAL GUARD REGULATION (NGR) 600-200, ENLISTED PERSONNEL MANAGEMENT, 31 JUL 09.

I. ARMY DIRECTIVE 2014-03 (RETENTION CONTROL POINTS), 28 JAN 14.

2. THIS MESSAGE CONVEYS NEW POLICY, APPROVED BY THE SECRETARY OF THE ARMY ON

28 JANUARY 2014, IMPLEMENTING RETENTION CONTROL POINTS (RCP) THAT ARE CONSISTENT FOR ENLISTED SOLDIERS SERVING ON ACTIVE DUTY ACROSS ALL ARMY COMMANDS. THIS MESSAGE APPLIES TO SOLDIERS SERVING IN THE REGULAR ARMY (RA), AND THE UNITED STATES ARMY RESERVE (USAR) OR ARMY NATIONAL GUARD OF THE UNITED STATES (ARNGUS) WHO ARE SERVING UNDER THE ACTIVE GUARD RESERVE (AGR) TITLE 10 PROGRAMS. THIS MESSAGE DOES NOT APPLY TO SOLDIERS SERVING IN THE USAR OR ARNGUS WHO ARE MOBILIZED, ASSIGNED TO THE INDIVIDUAL READY RESERVE (IRR), MAN DAY STATUS (M-DAY), OR A TROOP PROGRAM UNIT (TPU). THIS MESSAGE SUPERSEDES REFERENCE A.

3. EFFECTIVE 1 FEBRUARY 2014, RA AND AGR TITLE 10 SOLDIERS MAY PERFORM ACTIVE SERVICE (SEE NOTE A) UP TO THEIR RETENTION CONTROL POINT (RCP) OR AGE 62 FOR RA AND USAR OR AGE 60 FOR ARNGUS, WHICHEVER OCCURS FIRST. SOLDIERS MAY NOT EXCEED THE RCP AS SHOWN BELOW, BY MORE THAN ONE MONTH.

ARMY RETENTION CONTROL POINTS
GRADE TOTAL ACTIVE SERVICE IN YEARS
PVT-PFC 5
CPL/SPC 8
CPL/SPC (PROMOTABLE) 8
SGT 14
SGT (PROMOTABLE) 14
SSG 20
SSG (PROMOTABLE) 26
SFC 26
SFC (PROMOTABLE) 29
1SG/MSG 29
1SG/MSG (PROMOTABLE) 32
CSM/SGM 32

NOTES.

A. ACTIVE SERVICE IS DEFINED AS SERVICE ON ACTIVE DUTY.

B. SOLDIERS ASSIGNED TO THE U.S. ARMY BAND, U.S. ARMY FIELD BAND, WEST POINT BAND AND OLD GUARD FIFE AND DRUM CORPS MAY SERVE UP TO THE RCP FOR THEIR RANK AS STATED IN THIS POLICY. SOLDIERS IN THE BANDS WHO EXCEED THE RCP FOR THEIR CURRENT RANK MAY SERVE UNTIL 31 JANUARY 2015 OR CURRENT RCP WHICHEVER IS LATER.

C. COMMAND SERGEANTS MAJOR (CSMS) AND SERGEANTS MAJOR (SGMS) (AT HEADQUARTERS, DEPARTMENT OF THE ARMY AND ARMY COMMANDS) SERVING IN NOMINATIVE POSITIONS WHERE THE CSM/SGM IS RATED BY A GENERAL OFFICER, MEMBER OF THE SENIOR EXECUTIVE SERVICE OR EQUIVALENT; OR SERVING AS CSM AT THE U.S. ARMY SERGEANTS MAJOR ACADEMY OR AS EXECUTIVE OFFICER TO THE SERGEANT MAJOR OF THE ARMY ARE AUTHORIZED TO SERVE PAST 32 YEARS FOR ASSIGNMENT PURPOSES. THE MAXIMUM AUTHORIZED TIME FOR THESE SOLDIERS IS UP TO 35 YEARS.

D. "PROMOTABLE" REFERS TO REGULAR ARMY AND USAR ONLY. THE ARNG ACTIVE GUARD RESERVE TITLE 10 PROGRAM HAS NO "PROMOTABLE" STATUS. RCPS FOR THOSE SOLDIERS ARE ESTABLISHED AT THE "NONPROMOTABLE" GRADE.

E. THE RCP FOR SOLDIERS CLASSIFIED IN REPORTING CODE 09U IS 9 MONTHS FROM THE EFFECTIVE DATE OF CLASSIFICATION. SOLDIERS CLASSIFIED IN 09U PRIOR TO 1 FEBRUARY 2014 MUST SEPARATE OR RETIRE NO LATER THAN 1 NOVEMBER 2014.

4. SOLDIERS NOT SERVING ON AN INDEFINITE REENLISTMENT, WHO REACH THEIR RCP DURING THEIR CURRENT ENLISTMENT AGREEMENT THROUGH LENGTH OF SERVICE WILL PERFORM ACTIVE SERVICE UNTIL THEIR CONTRACTED EXPIRATION TERM OF SERVICE (ETS), UNLESS SEPARATED EARLIER UNDER APPLICABLE ADMINISTRATIVE, PHYSICAL DISABILITY, OR UNIFORM CODE OF MILITARY JUSTICE (UCMJ) SEPARATION PROVISIONS. SOLDIERS WHO ARE REDUCED IN GRADE AFTER 31 JANUARY 2014 AND WHO EXCEED THEIR RCP AS THE RESULT OF A REDUCTION IN GRADE OR REMOVAL FROM A CENTRALIZED PROMOTION LIST WILL BE SEPARATED NOT EARLIER THAN 90 DAYS OR NO LATER THAN 180 DAYS AFTER THE EFFECTIVE DATE OF THE REDUCTION IN GRADE OR REMOVAL FROM A CENTRALIZED PROMOTION LIST.

5. SOLDIERS SERVING ON AN INDEFINITE REENLISTMENT, WHO ARE REDUCED IN GRADE OR REMOVED FROM A CENTRALIZED PROMOTION LIST AND WHO EXCEED THEIR RCP AS THE RESULT OF A REDUCTION IN GRADE OR REMOVAL FROM A CENTRALIZED PROMOTION LIST AFTER 31 JANUARY 2014 WILL BE SEPARATED NOT EARLIER THAN 90 DAYS OR NO LATER THAN 180 DAYS AFTER THE EFFECTIVE DATE OF THE REDUCTION IN GRADE OR REMOVAL FROM A CENTRALIZED PROMOTION LIST. SOLDIERS WHO HAVE BETWEEN 18 AND 20 YEARS OF ACTIVE SERVICE MAY NOT BE SEPARATED BUT WILL BE PERMITTED TO RETIRE ON THE FIRST DAY OF THE MONTH FOLLOWING THE MONTH THEY REACH 20 YEARS UNLESS THE CONVENING AUTHORITY RECOMMENDS DISCHARGE AND THE ASSISTANT SECRETARY OF THE ARMY (MANPOWER & RESERVES AFFAIRS) HAS MADE A FINAL DETERMINATION IN SUCH CASES.

6. SOLDIERS WITH 20 OR MORE YEARS OF AFS, WHO ARE REDUCED IN GRADE OR REMOVED FROM A CENTRALIZED PROMOTION LIST AFTER 31 JANUARY 2014 MUST RETIRE NOT EARLIER THAN 90 DAYS OR LATER THAN 180 DAYS AFTER THE EFFECTIVE DATE OF REDUCTION IN GRADE.

7. SOLDIERS WHO ARE CLASSIFIED IN SPECIAL REPORTING CODE 09U, DUE TO BECOMING UNQUALIFIED IN AN AUTHORIZED ARMY MOS, MUST SEPARATE OR RETIRE NOT EARLIER THAN 90 DAYS OR NO LATER THAN 270 DAYS AFTER THE EFFECTIVE DATE OF CLASSIFICATION. SOLDIERS CLASSIFIED IN 09U PRIOR TO 1 FEBRUARY 2014 MUST SEPARATE OR RETIRE NOT EARLIER THAN 1 MAY 2014 OR NO LATER THAN 1 NOVEMBER 2014. SOLDIERS WHO HAVE BETWEEN 18 AND 20 YEARS OF ACTIVE SERVICE MAY SERVE TO MEET THE MINIMUM RETIREMENT ELIGIBILITY OR NO LATER THAN 270 DAYS AFTER THE EFFECTIVE DATE OF CLASSIFICATION, WHICHEVER IS LATER, UNLESS SEPARATED EARLIER BY THE ASSISTANT SECRETARY OF THE ARMY (MANPOWER & RESERVES AFFAIRS).

8. ALL REQUESTS FOR EXCEPTION TO POLICY FOR MSG (NONPROMOTABLE) AND BELOW NOT OTHERWISE ADDRESSED IN THE MESSAGE MUST BE ENDORSED BY THE FIRST COLONEL IN THE SOLDIER'S CHAIN OF COMMAND AND PROCESSED THROUGH THE UNIT'S RETENTION OFFICE TO HRC VIA THE RETAIN SYSTEM. ALL REQUEST FOR CSM/SGM MUST BE PORCESSED THROUGH THE SOLDIER'S ACOM G-1 OFFICE TO DCS G-1, DMPM, ARMY RETENTION.

9. HQDA POINTS OF CONTACT FOR ENLISTED RETENTION POLICY ARE:

A. REGULAR ARMY: SGM KELVIN V. RAIBON, COMM. (703) 695-7579, E-MAIL: USARMY.PENTAGON.HQDA-DCS-G-1.MBX.ARMY-RETENTION@MAIL.MIL

B. ARMY RESERVE: SGM SCOTT L. BRANNAM, COMM. (703) 614-5319, E-MAIL: SCOTT.L.BRANNAM.MIL@MAIL.MIL

C. ARMY NATIONAL GUARD: SGM JOHN C. MCKEE, COMM. (703) 695-7562, E-MAIL: JOHN.C.MCKEE2.MIL@MAIL.MIL

10. EXPIRATION WILL BE UPON REVISED PUBLICATION OF REFERENCES 1.D. AND 1.G